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THIDD CEMESTE	D D Com DECDEE	ŭ	No	
THIRD SEMESTE	R B.Com. DEGREE 1 (Regular/Supplement	*	OVEMBER 2019	
	(CUCBCS	• •		
CC17U BO	C3 C03 - HUMAN RE	SOURCE MANAGE	EMENT	
	(Complementa	ary Course)		
m: m	(2017 Admission	on onwards)	2024	
Time: Three Hours			Maximum: 80 Marks	
	Part	A		
Ansv	ver <i>all</i> questions. Each	question carries 1 mar	k.	
Choose the best answer:				
1 is	the process of choosi	ing the most suitable	persons from all the	
applicants.				
(a) Induction	(b) Selection	(c) Recruitment	(d) Placement	
2. The process of stu	dying and collecting in	formation relating to the	he operation and	
-	a specific job is knowr		1	
(a) Job evaluation	(b) Job analysis	(c) Job title	(d) Job identification	
. ,	ving and actually doing	` '	(a) voo identification	
			nina	
(a) On the job training			(b) Off the job training	
(c) in depth training		(d) Coaching	01 1 1101 / A	
-	_	led to an office or posi	ition in addition to the	
salaries or wages i				
(a) Salary	(b) Perquisites	(c) Fringe benefits	(d) Compensation	
5. A dispute or disa	greement about any te	erms and conditions of	employment is called	
(a) Grievance	(b) Discipline	(c) Punishment	(d) None of these	
Fill in the Blanks:				
6 is a pr	ocess of an introducing	g an employee in to the	e job.	
7. The process of incl	uding workers in the d	ecision making is calle	d	
8. Non-monetary ince	entives are called			
9 is	a process which ve	erifies whether every	thing occurs in the	
organization accord	ling to plans.			
10. Red hot stove rule		enforcing		
		-	$(10 \times 1 = 10 \text{ Marks})$	

## Part B

Answer any *eight* questions. Each question carries 2 marks.

- 11. Define HRM
- 12. What is mentoring?
- 13. What is BARS?
- 14. What is performance appraisal?
- 15. What is discipline?
- 16. What is role playing?
- 17. Differentiate a questionnaire and a schedule.
- 18. What is depth interview?
- 19. What is merit rating?
- 20. What is vestibule training?

 $(8 \times 2 = 16 \text{ Marks})$ 

## Part C

Answer any six questions. Each question carries 4 marks.

- 21. Briefly explain the essentials of Good Disciplinary system?
- 22. What are the different methods of training?
- 23. Briefly explain 360 degree appraisal.
- 24. What is career planning? What are the steps involved in it?
- 25. Explain the need and importance of performance appraisal.
- 26. Differentiate between recruitment and selection.
- 27. Why transfer is essential in an industry?
- 28. What are the causes of employee grievances?

 $(6 \times 4 = 24 \text{ Marks})$ 

## Part D

Answer any *two* questions. Each question carries 15 marks.

- 29. What is career planning? Explain career planning process.
- 30. Explain the stages of growth of personnel management in India.
- 31. Define Manpower Planning. Explain the Process of Manpower Planning.

 $(2 \times 15 = 30 \text{ Marks})$ 

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